Enlisted Career Force Planning

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Overview

- First Term Alignment Plan (FTAP)
- Subsequent Term Alignment Plan (STAP)
- Selective Reenlistment Bonus Program (SRBP)
- Missioning
- Current Events

FTAP / STAP Contrast

- Can only reenlist in FY of EAS
- When boat spaces are taken, must lat move or EAS out of the Corps.
- Boat spaces are “requirement” and made to support / man the Career Force (to match inventory with requirement / 5-20 YOS).

- Can reenlist 365 days prior to EAS (not FY constrained).
- When target is met, may still reenlist in MOS – no forced lat moves.
- Targets are set to “move” inventory that’s unbalanced with requirement “closer” to inventory balanced with requirement.

FTAP Determination Method

- Manpower Requirement set by GAR – Maps back B-Billets to specific MOSs / Incorporates Patients / Prisoners / Training / Transients / (P2T2).
- GAR comes in many flavors (years), FTAP shoots for requirement that’s 4 years in the future.

FTAP Determination Method

- Three years of Occupational Field continuation rates are generated (most recent year gets highest weight)
- Lower continuation rates lead to higher FTAP requirement and vice versa with all else constant (no structure changes)
- A “perfect” “by MOS” constant number of boat spaces is generated (steady state) and then adjusted (tweaked) based on current inventory

FTAP Facts

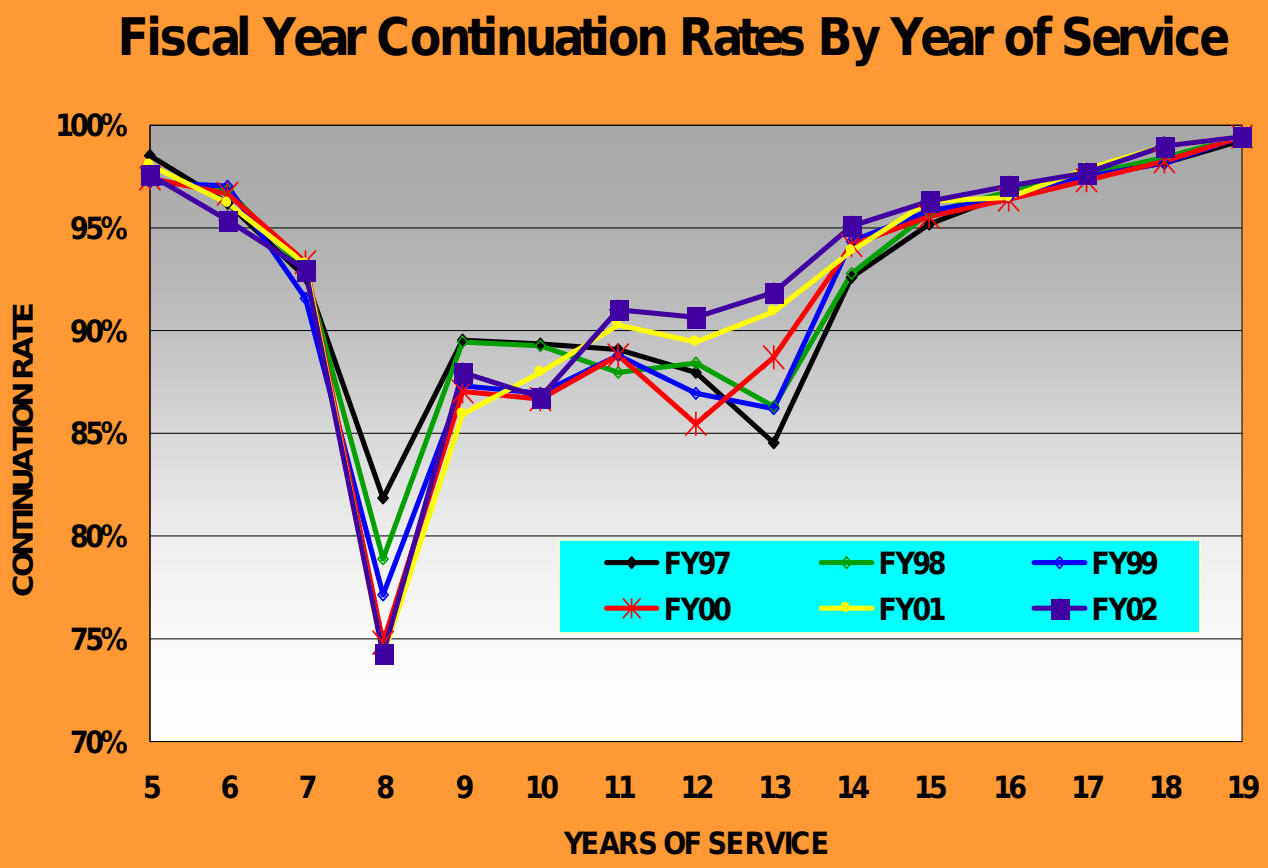
- It’s a model forecasting human behavior (hey when’s the last time the weather was forecast correctly) – Lead in for
- Quality Reenlistment Program (QRP)
- Structure changes over time. The requirements we were shooting for 4 years ago may no longer exist and may belong somewhere else.

FTAP History / Trends

FY	EAS Pop.	FTAP#	Agg. % of EAS
93	24,301	3,264	13.42%
94	22,018	4,004	18.19%
95	20,943	4,057	19.37%
96	22,072	4,296	19.46%
97	24,000	4,600	19.17%
98	21,824	4,634	21.23%
99	23,832	5,472	22.87%
00	22,294	5,787	25.95%
01	23,051	6,074	26.32%
02	22,400	5,927	26.30%
03	23,592	6,015	25.49%

What Caused the Increase?

Career Force Continuation Rates



**** Declining intermediate career continuation rates (8-12 YOS) are primary reasons for increasing FTAP requirements, * Intermediate retention deserves equal or more attention as FTAP***

Subsequent Term Alignment Plan

- Uses promotions model to forecast expected “by MOS” reenlistments
- Takes these new “inventory” levels and compares them to Sgt – GySgt GAR numbers.
- Produces “Target” number of reenlistments that bumps up “short” MOSs and bumps down “over” MOSs.

Subsequent Term Alignment Plan

- Thus, STAP “Moves” Career Force inventory levels towards Career Force requirements when an imbalance is present
- It is not a number to “fix” imbalances in one year, just to make it better than it was before
- Supported by your hard work, Missioning, and Selective Reenlistment Bonuses

Subsequent Term Alignment Plan

- No forced lat moves or forced EASs
- Aggregate number therefore means nothing
- ? Should targets be set or missions missioned?

Selective Reenlistment Bonuses (SRB)

- Tool to “help” Marines make reenlistment decision
- Must stay in MOS or designated “out of skill” qualified MOS to rate bonus or proceed to career progression school
- Must serve two years to rate entire bonus if desiring commissioning program

Selective Reenlistment Bonuses (SRB)

- Lat Move Bonuses
  - Only applies to A Zone
  - Only applies to MOS(s) 0211, 0241, 2336, 2834, 4429, 6276 (this list changes from year to year, always refer to first SRB Maradmin of year)
  - Payment is made at completion of MOS school regardless of when (FY) Marine graduates.

Selective Reenlistment Bonuses (SRB)

- Problems
  - Lat move in Zone B bonus promised
  - Lat move bonus promised to MOS that doesn't qualify for it
  - Not having obligated service for MOS producing school (career progression) or
  - Extending Marines to obtain "almost" enough obligated service for school
  - Last two are not in line with intent of bonus program
  - Full 48 Months of SRB not always being offered

Missioning

- MCCs agreed upon by 6 Major Subordinate Commands
- MCCs used for calculating populations for missioning and meritorious promotions
- Is going over mission bad?
- Is failing FTAP / STAP mission a bad thing if overall numbers are met?

Current Events

- 03XX to 03XX FTAP bonus
- What if more FY03 Iraqi Marines than boat spaces?
- After the FTAP victory
- Potential for B / C SRB bonuses to increase last quarter (thoughts?)

Questions